

COUNSELOR COMMUNIQUE

VOL. 13 NO. 4 Missouri Substance Abuse Counselors' Certification Board, Inc. , October 2002

Board Accepting Nominations for Member-At-Large Position

As many of you know, the Board of Directors decided to align the 6 regions of the state into 5 regions as redesigned by the Division of Alcohol and Drug Abuse. This change will be in effect January 1, 2003. The Northern and Western regions will be combined; therefore there will not be an election for the Western region representative position now held by Mary Vorsten. The Board of Directors have decided to add one additional member-at-large position in order to maintain the same number of representatives for the Board. Should you be interested in filling this position, please send a letter expressing your interest in the position as well as a current resume to the Board office. Any certified substance abuse counselor is eligible to apply for this position.

Duties of the Member-At-Large Position include:

- Attend six (6) Board of Directors meetings each .year
- Assist in the capacity of serving on Ethics Hearings Panel-Hearings are generally held the day before a full Board Meeting
- Willing to sit on or chair various MSACCB Committees.
- Willing to hold an elected office on the Board of Directors
- Other duties as assigned by the President and Executive Committee

Please call or email the Board office if you have additional questions.

October 31, 2002, Renewal

Renewal materials for the October 31, 2002, renewal cycle for RASAC II's, CSAPP's, CSAC I & II's and CASAC's were mailed during September 2002. Renewal materials must be postmarked by October 31, 2002. A 30 day grace period is available through November 30, 2002, with payment of an additional \$75.00 late fee. Renewal materials postmarked after November 30, 2002, will result in an expired credential. If your address has changed and you have not notified the Board office, please do so immediately.

Should you lose or misplace your renewal packet there is a \$25.00 replacement fee. You may request an additional renewal packet by phone or fax and the additional charge will be listed on the renewal packet form for you to pay when you submit your renewal fee. If you need further clarification, please call the Certification Board office.

MSACCB Board Members

Carolyn Hale
Southwestern Region

Ron Cohen
Eastern Region

John Gary
Southeastern Region

Dave Fleming
ADA Representative

Thomas Gaudette
Northern Region

Fran Joy
State Advisory Council

Stan Landon
Central Region

Mary Vorsten
Western Region

J. B. Woolverton
MACA Representative

Ann Cobb
Member-At-Large

MSACCB Office Staff

Jodi Haupt
Program Manager

Cheryl Mealy
Counselor Cert. Spec.

Shelby Hearne
Counselor Cert. Spec.

Danette Henderson
Board Assistant

Advertising

Advertising in the quarterly *Counselor Communiqué* is now available for trainings, publications, job opportunities, announcements, etc. Camera-ready layout and payment are due by the first of December, March, June and September for our January, April, July and October issues. Advertisements are available in the following sizes:

Size of Advertisement	No. of Consecutive Issues			
	1	2	3	4
Full Page (7.5" x 10")	\$350	\$450	\$550	\$650
Half Page (7.5" x 4.75")	\$250	\$350	\$450	\$550
Quarter Page (3.5" x 4.75")	\$150	\$250	\$350	\$450

The MSACCB reserves the right to refuse any advertisement and does not necessarily endorse any advertisement.

Newly Credentialed

RASAC I

Carrie M. Rogers
Monica D. Simmons
Patricia S. Grosberg
John Charles Tittle
Rhonda G. Jaster
Alan Wesley Fellers
Betty Jo Anderson-Starr
Michael Boisen
Curt Allen Branson
Theresa M. Cowan
Kevin Michael Pearl
Gary W. Miller
Jessica L. Frazier
Nicole E. Blakeney
Nicole L. Mannis
Sarah U. Hoesly

Cindy Soptic
Tami R. Mayes
Dawn J. Sherrod
Deborah J. Patton
Jana A. Zajac
Douglas P. Quirmbach
Ervin Lee Baty
Dreyfus L. Harris
Paula Yvonne Davis
Linda Mangolini
Amos Armstrong
Sandra J. Dean
Colleen F. Neal
Jonathan D. Miller
Edward W. Frey

RASAC II

Genie L. Amen
Angela D. Silvey
Phyllis N. Gunnels
Laura Tubbs
Rebecca Benoist
Nancy J. Oltman
Lance Y. Zimmerman
Chuck Linday
Jessica Gardner
Elizabeth Pross

Jeffrey J. Wondoloski
Miriam Hoover
Dawn Runnels
Lisa L. Brooks
Amy Vescovo
Youree V. White, Jr.
Robin C. Reynozo
Terri Strait
Kimberly Dixon

CSAC's by Reciprocity

Ted J. Zeok
Travis Warden
Randall Inhelder

Doug Stone
Antonio Plair
Ashley Sadler

CASAC's by Reciprocity

Stacy Glenn

Mary Spencer

New CSAC's from 9/14/02 CPM

Peggy Corkery
Stacy Gillilan
Kettisha Hodges
Andrea' Hyde
Ken Morris
Ina Marie Peoples
Cynthia Reyes
Sandra Shoemaker

Luther Dawson
Dawn Glaser
Tina Hunt
Jeanne Kenning-Smith
Carrie Mulkey
Richard Reeves
Shannon Schreiber
Megann Volpp

The Responsibilities of a Supervisor

Think back a few years or for some of you...many, many years ago, to the individual who assisted you in the process for recognition/certification. Hopefully, you think of the supervisor who guided and mentored you through the credentialing process. I think most will agree that supervisor was greatly responsible for your success in obtaining your credential.

Clinical supervisors are charged with a great responsibility in our competency based process. Anyone can read the brochure, read off the requirements for recognition/certification, and sign-off on the required documentation. But, skilled clinical supervisors understand that they are transferring the knowledge base and practical experience to the individuals who wish to gain the necessary skills to perform treatment services to those afflicted with addiction of substances. It is also important to note that many excellent counselors are not necessarily excellent clinical supervisors. Good supervisory skills are usually learned and are not inherent.

It is important that professional boundaries are in place this clinical setting between the supervisor and counselor-in-training and that those boundaries are adhered to. There needs to be a clear understanding of the goals and expectations of both parties. A written "game plan" is an excellent idea which will hold all parties responsible for their part of the arrangement.

Supervision does not end with the teaching of the 12 Core Functions and corresponding 46 global criteria that encompass, the five major performance domains: assessment, counseling, case management, education and professional responsibility which comprise the alcohol and drug counseling profession for the RASAC through CSAC levels. The additional two domains of clinical research and research must be addressed for the CASAC level. It is essential that the supervisor take an active role in assisting the counselor-in-training to prepare for both the written and oral exams. The candidate guides, study guides and on-line practice exams for the written exams as well as active participation in preparation for the Case Presentation Method (CPM) should be included in the preparatory process for certification.

A library of resources may be developed from many outstanding resources such as the National Clearinghouse on Alcohol & Drug Information. The TAP's, TIP's and KAP Keys as well as many other excellent resources are available at no charge. You may view their offerings on the internet as well as order materials.

**<http://www.samhsa.gov/centers/clearinghouse/clearinghouses.html>
phone 800-729-6686**

Outside Training vs. In-Service Training.

There have been many inquiries to the Board office of late, regarding the difference between outside training and in-service training. An outside training is one offered to individuals from your treatment agency as well as other individuals that are not employed at your agency. It does not matter where the training event occurs. An in-service training is only for staff at your facility however, it may occur at your facility or off site location.

Therefore, should a treatment agency wish to hold a training event and extend an invitation to other area treatment agencies, this would be considered an outside training event. Preapproved internet or home-study courses are considered outside training events. At the present time, there is no limit to the number of training hours obtained by preapproved internet or homestudy courses.

Substance Abuse Professional (SAP) Update

The Department of Transportation (DOT) regulation — 49CFR Part 40 — defines the Substance Abuse Professional (SAP) as a person who evaluates employees who have violated a DOT drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare. In order to be a SAP, you need to have certain credentials, possess specific knowledge, receive training, and achieve a passing score on an examination. There is also a continuing education requirement.

You cannot be a SAP unless you are a licensed physician; or a licensed or certified social worker; or a licensed or certified psychologist; or a licensed or certified employee assistance professional; or an alcohol and drug abuse counselor certified by the International Certification Reciprocity Consortium/ Alcohol and Other Drug Abuse (ICRC/AODA) or by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission (NAADAC).

You cannot be a SAP unless you have knowledge of and clinical experience in the diagnosis and treatment of substance abuse-related disorders. You cannot be a SAP without understanding how the SAP role relates to the special responsibilities employers have for ensuring the safety of the traveling public. Nor can you be a SAP unless you are well informed about Part 40, pertinent DOT agency regulations, these SAP guidelines, and any significant changes to them. It is important to note that your degrees and certificates alone do not confer to you these knowledge requirements.

You cannot be a SAP unless you receive qualification training. The qualification training must include the nine required components laid out in Section 281 © of Part 40. You must have completed this training requirement by December 31, 2003, if you become a SAP on or before December 31, 2003. If you become a SAP after December 31, 2003, you must meet this training requirement before you perform any SAP functions.

Following completion of qualification training, you must satisfactorily complete an examination. This examination must be given by a nationally recognized professional or training organization and must comprehensively cover all the elements required for the qualification training. Please be aware that DOT requires these training or professional organizations to have their SAP examination validated by a test evaluation organization.

During each three-year period following satisfactory completion of your training and examination, you must complete at least 12 professional development hours (e.g., Continuing Education Units)

Are You a SAP?

The Certification Board office maintains a listing of Substance Abuse Professionals (SAP's). We often receive calls for assessment or evaluation services for safety-sensitive personnel under U.S. Department of Transportation (DOT) rules. There are currently seven individuals who have notified this office of their eligibility to provide these services. If you wish to have your name added to the listing, please notify us by phone, mail, email or fax.

MSACCB

P.O. Box 1250 Jefferson City, MO 65102-1250

Phone: (573) 751-9211

Fax: (573) 522-2073

Email: MSACCB@mail.dmh.state.mo.us

<http://www.modmh.state.mo.us/msaccb>

Written and CPM Test Dates

2003

Written Test: June 14, 2003
December 13, 2003

CPM April 12, 2003
September 13, 2003

2004

Written Test: June 12, 2004
December 11, 2004

CPM: April 17, 2004
September 11, 2004

AODA Practice Exam

A practice test is now available online for candidates preparing for the AODA counselor written examination through the IC&RC. The test is designed to aid individuals preparing for the credentialing examination. It is built to the same specifications as the actual examination and helps familiarize people with the format of the test and the types of questions that will appear. Scores are immediately available, and the test may provide diagnostic feedback to access a candidate's strengths or weaknesses. The cost of the practice exam is \$35.00 and can be accessed by visiting the website for CASTLE Worldwide, Inc., located at: www.castlelearning.com.

Bi-Lingual Substance Abuse Counselors Needed!

By Steve Hamerdinger, Director
DMH Office of Deaf and Linguistic Support Services

Our State has become increasingly diverse over the past few years. We have many individuals from all over the world who now call the "Show-Me State" home. Many people with Limited English Proficiency (LEP) are engaged in treatment but cannot understand our complex vocabulary and face other special challenges.

Last year the Department of Mental Health served nearly 600 people with LEP across 22 different languages. The largest groups of LEP persons are those that are deaf or hard of hearing, those that speak Spanish, Bosnian, Vietnamese and Russian. Needless to say the cost of providing interpretive service is growing exponentially. It is not just the cost that is of concern. We are also concerned about the quality of services our consumers receive.

The literature discusses how much more effective providing services to consumers directly, in the language of their choice is much more effective than through interpreters. Any time a third person is introduced into a therapeutic relationship it alters the nature of the relationship. When you introduce variables like whether or not the interpreter is equally fluent in both languages, whether the therapist understands the dynamics involved, whether the client feels comfortable talking with a third person in the room, and other similar concerns, you have a situation that is ripe for communication breakdowns. These breakdowns lead to poor therapeutic outcomes.

Because of this there is a particular need for bi-lingual substance abuse counselors in our State. The Certification Board office has been maintaining a listing of those substance abuse counselors who have notified us that they are bi-lingual, however the listing is quite small. We invite counselors who are bi-lingual to let us know which languages they are fluent in so we can add them to the list. Knowing which counselors can work in other languages helps us build a better service system to make more effective referrals. In the end, everyone wins.

Division of Alcohol and Drug Abuse Training and Technical Assistance

The ADA Treatment Team of Rosie Anderson-Harper MA, Brooke Dawson MSW, LCSW, Teresa Robbins MS, CASAC, Mark Shields MEd, LPC, CASAC and Sandra Amend, Secretarial Support have responded to your requests by developing a series of training modules. Each module utilizes a combination of computer enhanced presentations and experiential learning to clarify departmental standards and expectations. We give top priority and customize these presentations for our ADA contracted providers. To schedule training or to arrange technical assistance, contact any member of the Treatment Team at (573) 751-4942.

1. ISAP/Outcomes Web

This training is a one day event that gives the participant hands-on experience with the ADA assessment tool. It includes information about how to navigate the different assessments and focuses on scoring the Addiction Severity Index (ASI). The training takes place in the Central Office Computer Training Room (OIS), from 9:00 AM to 4:00 PM and provides the participant with 7.5 contact hours.

2. Treatment Planning

This training begins with an overview of the therapy process, clarifies departmental standards regarding individualized treatment planning and offers hands-on experience in creating effective treatment plans. The required components of treatment plans are explained, and examples from a behaviorally-based treatment planning system are provided. Participants are guided as they practice writing treatment plan components. This presentation can be customized to the provider's unique treatment planning system. This presentation is conducted in your facility and has been approved for 2 contact hours by the MSACCB.

3. Documentation

This training curriculum presents the DMH standards for client record keeping. It identifies required components of chart documentation and identifies several types of formats which may be utilized to promote effective record keeping practices. This presentation is conducted in your facility and has been approved for 2 contact hours by the MSACCB.

4. Peer Review/Consultation

This training curriculum presents DMH standards which identify quality improvement requirements. The training also introduces the Application of Peer Review as an effective team strategy to identify program quality assurance measures and to enlist team support and participation in the quality improvement process. This training curriculum encourages team involvement and application of Peer Review Methodology as an effective learning tool to enhance counselor skills. This presentation is conducted in your facility and has been approved for 2 contact hours by the MSACCB.

Mark Your Calendar!

The Missouri Department of Mental Health, Division of Alcohol and Drug Abuse, Division of Comprehensive Psychiatric Services and Division of Mental Retardation and Developmental Disabilities have scheduled the 2003 Spring Training Institute for:

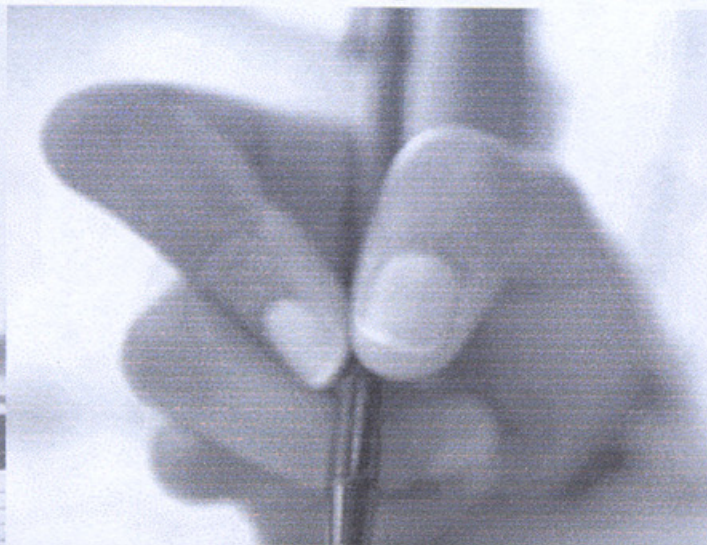
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3

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Cognitive & Reality Approaches
Motivational Counseling
Brief Interventions in Chemical Dependency
Dual Diagnosis: Mood Disorders

8 hour courses - \$65 each

Mental Status Assessment in Addiction Settings
Health Issues for Addiction Setting Employees
Understanding Withdrawal & Detoxification
Drugs of Abuse
Adolescent Treatment Issues

7 hour courses - \$60 each

Criteria Based Documentation
Group Counseling: Process & Techniques

6 hour courses- \$50 each

21st Century Ethics in Counseling
Clinical Supervision Principles, Techniques & Methods
Values Driven Addiction Supervision
Defense Mechanisms/Coping Strategies
Addiction Based Treatment Planning
HIV/AIDS Training
The AIDS Rollercoaster: Counseling the HIV Client
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